

The Utilization of Men and Women in Enlisted US Air Force Career Fields

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Abstract

The differences in the utilization of men and women in enlisted US Air Force (USAF) career ladders were investigated to determine trends among gender groups. Career ladders were selected from Occupational Survey Reports (OSRs) published in 1995 and 1996. The results indicated that males and females performed many of the same tasks; however, at the 5-skill level, men performed more tasks than women in all the analyzed career ladders. Women reported spending more time performing general administrative and supply duties. Men reported spending more time on technical or supervisory duties. Many career ladders were not examined because of the low numbers of females at the fully qualified worker level.

In 1956, the US Air Force Occupational Analysis Program was developed to research and analyze career fields within the USAF. An operational survey program was established in 1967. Every five years, an Occupational Survey Report (OSR) is produced for each enlisted career ladder. To complete this analysis, a job inventory, used to collect job and task information, is developed through face-to-face interviews with subject-matter experts from each enlisted career field in the USAF Air Force. Then, members of the career ladder are surveyed to obtain current task and equipment data for use in developing and updating training programs. The data are analyzed using the Comprehensive Occupational Data Analysis Program, which is a set of computer programs used to automate, process, organize, and report occupational data (OSR Handbook 1993). Finally, the data are examined by occupational analysts, and significant trends and implications are reported in the final Occupational Survey Report.

In 1995, the HQ USAF Human Resources Development Division tasked the Air Force Occupational Measurement Squadron (AFOMS) to investigate the differences in the utilization of personnel between military men and women. The purpose of this study was to increase the USAF Human Resources Development Division's understanding of differences in utilization trends/patterns among the gender groups, appropriate to their role as the policy office for Equal Opportunity programs and human resources. This paper will focus on the utilization of males and females in enlisted USAF career ladders reported in 1995 and 1996.

Method

Subjects

Enlisted members from various career ladders were surveyed as part of the normal cyclical occupational analysis program between 1992 and 1995. Members in the hospital, permanent change of station status, or on the job less than 6 months were not included in the sample.

Apparatus

USAF Job Inventories (JIs), developed for the occupational analysis program, were used to collect the data. Background questions for each inventory were identical, and duty-task sections for each inventory were developed specifically for each career ladder.

Procedure

The current United States Air Force Demographics were obtained from the Headquarters Air Force Personnel Center. Eleven career ladders were analyzed, based upon the availability of data from OSRs published in 1995 and 1996, and upon the number of females in the 5-skill level, the fully-qualified worker level, of the career ladder. Career ladders with less than fifteen females in the 5-skill level survey sample were excluded. These excluded career fields included seven Air Force Specialties:

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<u>Air Force Specialty Code(AFSC)</u>	<u>Title</u>
1A1XC	Flight Engineer
1A5X1	Airborne Computer Systems
2A3X1A/B/C	F-15/F-111 Avionics Systems
2E5X1	Imagery Systems Maintenance
2E6X1	Communications Antenna Systems
2F0X1	Fuels
2M0X3	Missile and Space Facilities Maintenance

Eleven career ladders with adequate sample sizes were available and were independently analyzed. First, the number of 5-skill level members of males and females and the average number of tasks they perform were identified. Five-skill level members were chosen since they are fully qualified workers who perform the majority of the work within the career field. Second, males and females were grouped according to their time in service, and the differences in the number of tasks performed were analyzed. Time in service levels were determined by established AFOMS groupings of months of Total Active Federal Military Service (TAFMS). Next, the differences in the percent members of 5-skill level males and females performing particular tasks were examined. The tasks with the largest percent differences between the number of males and females performing were listed. Finally, the differences in the time spent on duties by males and females in the same TAFMS groups were examined.

Results

The results of the analyzed career fields are listed in table format by career ladder:

- Table 1: 1S0X1 Safety
- Table 2: 2A0X1A Avionics Test Station & Component, F-15/F-111
- Table 3: 2E0X1 Ground Radar Systems
- Table 4: 2E1X2 Meteorological and Navigation Systems
- Table 5: 2S0X1 Supply Management
- Table 6: 2T1X1 Vehicle Operator/Dispatcher
- Table 7: 300X1 Information Management
- Table 8: 3C0X1 Communications-Computer Systems Operations
- Table 9: 350X1 Personnel
- Table 10: 4T0X1/X2 Medical Laboratory & Histopathology
- Table 11: 6C0X1 Contracting

Table 1: AFSC 1S0X1 Safety

	Number of 5-skill level	Average number of tasks performed	Significant
Males	48	146	YES
Females	15	110	

1S051 Differences in Percent Members Performing of Tasks

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Task	Title	Males	Females	Diff
G153	Inspect engine shops	77.08	26.67	50.42
GIS 1	Inspect cryogenic facilities	64.58	20.00	44.58
G171	Inspect military recreational areas	77.08	33.33	43.75
G155	Inspect fabrication shops	77.08	33.33	43.75
G139	Inspect arts and crafts centers	88.33	40.00	43.33
G158	Inspect flighttime servicing areas	75.00	33.33	41.67
G137	Inspect aerospace ground equipment (AGE) shops	81.25	40.00	41.25
A9	Monitor hazard reporting systems	70.83	100.00	29.17

*Duty G - Performing General Safety Inspections

Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 49-96 Mos TAFMS	12	160.08	YES
Females with 49-96 Mos TAFMS	3	79.33	
Males with 97+ Mos TAFMS	213	132.45	NO
Females with 97+ Mos TAFMS	43	124.70	

Differences in Percent Time Spent by TAFMS Groups

49-96 Mos TAFMS

Duty G-Performing General Safety Inspections Males (43.06%), Females (33.70%)

Duty E-Performing Administrative Functions Females (13.56%), Males (8.97%)

97+ Mos TAFMS

Duty G-Performing General Safety Inspections Males (36.76%) Females (36.66%)

Table 2: AFSC 2A0X1 Avionics Test Stations & Component, F-15/F-111

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	Number of 5-skill level	Average number of tasks performed	Significant
Males	378	154	YES
Females	44	119	

2A051A Significant Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
F286	Troubleshoot circuit cards	54.23	29.55	24.69
B49	Supervise Avionics Test Station and Component Apprentice, F-15/F-111 (AFSC 2A031A)	58.47	34.09	24.37
D99	Evaluate progress of trainees	40.74	18.18	22.56
F241	Remove or replace circuit components	65.34	43.18	22.16
F176	Fabricate or rebuild cables	75.93	54.55	21.38
D84	Certify or decertify personnel on task qualification	39.15	18.18	20.97
F161	Align test station power supplies	54.50	34.09	20.41
F180	Inspect and clean simulators, mock-ups, or LRUs	73.28	54.55	18.73

Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	126	105.48	YES
Females with 1-24 Mos TAFMS	21	81.62	
Males with 25-48 Mos TAFMS	181	131.09	NO
Females with 25-48 Mos TAFMS	27	117.89	
Males with 49-96 Mos TAFMS	159	150.25	NO
Females with 49-96 Mos TAFMS	20	109.80	
Males with 97+ Mos TAFMS	425	134.48	YES
Females with 97+ Mos TAFMS	25	89.40	

Differences in Percent Time Spent by TAFMS Groups

25-48 Mos TAFMS

Duty S-Maintaining F-15 Displays Test Stations & Assigned LRUs Females (19.00%), Males (10.00%)

Duty X-Maintaining Tactical Electronic Warfare System (TEWS) Males (8.94%), Females (3.89%)

49-96 Mos TAFMS

Duty F-Performing General Avionics Maintenance Males (28.01%), Females (21.21%)

Duty Z-Performing CAMS Functions Females (15.66%), Males (9.24%)

Duty E-Performing General Administrative & Supply Functions Females (17.72%), Males (7.19%)

97+ Mos TAFMS

Duty F-Performing General Avionics Maintenance Males (16.01%), Females (11.14%)

Duty Z-Performing CAMS Functions Females (13.68%), Males (7.62%)

Duty E-Performing General Administrative & Supply Functions Females (14.28%), Males (10.02%)

TABLE 3: AFSC 2E0X1/X2/X3 Air Traffic Control, AC & W, & Auto Tracking Radar

	Number of 5-skill level	Average number of tasks performed	Significant
Males	857	174	YES
Females	72	134	

2E051/2E052/2E053 Significant Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
M576	Isolate transmitter trigger amplifier malfunctions	37.22	15.28	21.95
C 117	Write EPRs	38.86	19.44	19.41
M574	Isolate transmitter performance monitor circuit malfunctions	34.54	15.28	19.26
D129	Counsel trainees or training progress	43.76	25.00	18.76
B40	Counsel personnel on personal or military -related matters	39.56	20.83	18.72
B62	Supervise Radar Specialists (AFSC 30351/2/3)	32.32	13.89	18.43
N625	Adjust or align antenna tilt or limit switches	36.52	19.44	17.08

*Duty J - Performing General Maintenance Activities
Duty M - Maintaining Radar Transmitting Systems

Differences in Number of Tasks Performed by TAFMS Groups

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	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	114	112.55	NO
Females with 1-24 Mos TAFMS	20	100.70	
Males with 25-48 Mos TAFMS	296	163.79	YES
Females with 25-48 Mos TAFMS	42	129.62	
Males with 49-96 Mos TAFMS	321	186.16	NO
Females with 49-96 Mos TAFMS	27	150.19	
Males with 97+ Mos TAFMS	937	152.22	YES
Females with 97+ Mos TAFMS	33	98.27	

Differences in Time Spent by TAFMS Groups

1-24 Mos TAFMS

Duty G-Performing Operations Activities Females (24.09%), Males (19.33%)

25-48 Mos TAFMS

Duty G-Performing Operations Activities Males (17.87%), females (12.76%)

Duty J-Performing General Maintenance Activities Males (14.12%), females (11.95%)

Duty E-Performing General Administrative & Supply Activities Females (11.64%), Males (8.61%)

49-96 Mos TAFMS

Duty J-Performing General Maintenance Activities Males (10.58%), Females (6.58%)

Duty E-Performing General Administrative & Supply Activities Females (11.72%), Males (19.47%)

Duty C-Inspecting & Evaluating Females (9.70%), Males (6.21%)

97+ Mos TAFMS

Duty C-Inspecting & Evaluating Males (16.39%), Females (12.35%)

Duty E-Performing General Administrative & Supply Activities Females (19.49%), Males (14.84%)

Table 4: AFSC 2E1X2 Meteorological and Navigation Systems

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	Number of 5-skill level	Average number of tasks performed	Significant
Males	296	224	YES
Females	23	169	

2E152 Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	
C88	Inspect equipment or facilities	65.20	30.43	3
B39	Direct maintenance of work areas	42.23	8.70	3
B37	Direct maintenance of equipment or facilities	50.00	17.39	3
F414	Remove or replace power supplies	49.32	17.39	3
A3	Determine requirements for equipment, personnel, space or supplies	36.15	4.35	3
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U1226	Measure AN/FRN-45 directional coupler losses	45.95	60.87	-1
U1214	Align AN/FRN-45 digital computer digital data modems	45.95	60.87	-1
F0299	Isolate malfunctions in digital decoders or encoders	17.91	34.78	-1
U1218	Align AN/RRN-45 transponder frequency synthesizer assemblies	48.31	65.22	-1
U1219	Align AN/FRN-45 transponder preselector assemblies	43.58	60.87	-1

*More 5-level males performing supervisory and managerial tasks

*Duty U - Maintaining AN/FRN-45 Tacan System

Differences in Number of Tasks Performed by TAFMS Groups

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	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	15	146.60	NO
Females with 1-24 Mos TAFMS	6	127.67	
Males with 25-48 Mos TAFMS	68	198.46	NO
Females with 25-48 Mos TAFMS	7	185.86	
Males with 49-96 Mos TAFMS	141	220.67	NO
Females with 49-96 Mos TAFMS	15	185.73	
Males with 97+ Mos TAFMS	285	214.88	NO
Females with 97+ Mos TAFMS	13	158.15	

Differences in Time Spent by TAFMS Groups

49-96 Mos TAFMS

General Maintenance Males (31.44%), Females (24.67%)

Inspecting and Evaluating Females (11.72%), Males (3.60%)

97+ Mos TAFMS

General Maintenance Males (26.40%), Females (16.38%)

Inspecting and Evaluating Females (19.06%), Males (12.91%)

Table 5: AFSC 2S0X1 Supply

	Number of 5-skill level	Average number of tasks performed	Significant
Males	709	46	YES
Females	365	41	

2S051 Differences in Percent Members Performing of Tasks

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Task	Title	Males	Females	Diff
D147	Conduct OJT	34.98	23.84	11.14
A8	Determine work priorities	40.76	30.41	10.35
W734	Accept or receive property	41.61	31.78	9.83
A21	Establish performance standard for subordinates	27.22	18.90	8.32
W770	Perform minor operator maintenance on vehicles	12.41	4.11	8.30
A15	Develop self-inspection or internal surveillance programs	19.46	11.51	7.96
B38	Counsel subordinates on personal or military-related matters	33.00	25.48	7.52
E238	Utilize consolidated transaction histories (CTHs)	31.73	37.81	-6.07
E222	Process emergency walk-through	12.98	21.10	-8.12
E228	Reprocess rejected inputs	39.49	49.32	-9.82
E235	Sign on or off terminals	62.62	73.70	-11.80

*Duty W - Receiving, issuing, storing, and distributing property

Duty E - Performing general supply functions

Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	140	33.09	NO
Females with 1-24 Mos TAFMS	114	25.88	
Males with 25-48 Mos TAFMS	87	38.20	NO
Females with 25-48 Mos TAFMS	64	35.59	
Males with 49-96 Mos TAFMS	221	48.01	YES
Females with 49-96 Mos TAFMS	120	40.50	
Males with 97+ Mos TAFMS	533	62.26	YES
Females with 97+ Mos TAFMS	184	52.46	

Differences in Time Spent by TAFMS Groups

No major differences in time spent according to TAFMS groups

**Table 6: AFSC 2T1X1 Vehicle Operator/Dispatcher
OSR October 1995**

	Number of 5-skill level	Average number of tasks performed	Significant
Males	939	71	Yes
Females	118	53	

2T151 Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
J306	Load or unload cargo	61.02	32.20	28.82
J3200	Raise or lower landing gear on semitrailers	62.94	34.75	28.19
J291	Connect or disconnect tractor-trailer combinations	65.28	37.29	27.99
J293	Connect or disconnect vehicles to wreckers	57.29	30.51	26.79
J289	Block or secure cargo or equipment	58.15	32.20	25.94
J305	Lift or lower vehicles using wrecker booms	50.37	25.42	24.95
J296	Direct cargo loading or unloading	50.16	25.42	24.74

*Duty J - Operating vehicles

Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	477	45.50	NO
Females with 1-24 Mos TAFMS	46	41.80	
Males with 25-48 Mos TAFMS	487	62.60	YES
Females with 25-48 Mos TAFMS	64	49.11	
Males with 49-96 Mos TAFMS	331	72.86	NO
Females with 49-96 Mos TAFMS	49	60.59	
Males with 97+ Mos TAFMS	618	87.05	YES
Females with 97+ Mos TAFMS	77	60.32	

Differences in Percent Time Spent by TAFMS Groups

25-48 Mos TAFMS

Duty J-Operating vehicles Males (38.30%), Females (30.19%)

Duty 1-Dispatching vehicles Females (27.54%), Males (15.41%)

49-96 Mos TAFMS

Duty G-Performing Fleet Management Females(16.66%), Males (10.28%)

97+ Mos TAFMS

Duty J-Operating Vehicles Males (11.02%), Females (4.22%)

Duty G-Performing Fleet Management Females (19.75%), Males (12.91%)

Table 7: 3A0X1 Information Management

	Number of 5-skill level	Average number of tasks performed	Significant
Males	773	72.46	YES
Females	504	62.85	

3A051 Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
A4	Determine or establish logistics requirements, such as personnel, equipment, space, tools, or supplies	26.65	10.71	15.94
A3	Coordinate requirements for personnel, equipment, space, tools, or supplies with appropriate agencies	30.14	14.48	15.66
E169	Perform operator maintenance on copiers	45.41	32.74	12.67
E171	Perform operator maintenance on typewriters	38.03	25.99	12.04
E159	Operate audiovisual equipment	24.84	12.90	11.94
E107	Change lock combinations on safes, vaults, or cipher locks	22.51	10.91	11.60
E191	Prepare minutes of meetings	20.05	27.78	-7.73
E188	Prepare endorsements	45.92	54.76	-8.84

Differences in Number of Tasks Performed by TAFMS Groups

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	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	176	46.66	NO
Females with 1-24 Mos TAFMS	182	40.12	
Males with 25-48 Mos TAFMS	101	65.69	YES
Females with 25-48 Mos TAFMS	107	47.42	
Males with 49-96 Mos TAFMS	322	70.77	NO
Females with 49-96 Mos TAFMS	236	66.39	
Males with 97+ Mos TAFMS	898	84.47	NO
Females with 97+ Mos TAFMS	417	80.77	

Differences in Percent Time Spent by TAFMS Groups

No major differences in time spent according to TAFMS groups

Table 8: AFSC 3C0X1 Communications - Computer Systems Operations

	Number of 5-skill level	Average number of tasks performed	Significant
Males	1309	63	YES
Females	330	55	

3C051 Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
F123	Format magnetic media	35.14	20.91	14.23
F116	Change systems hardware configurations	25.21	12.73	12.48
F134	Load operating systems	35.14	23.03	12.11
E76	Analyze circuit, communications line, or equipment outage reports	23.68	13.33	10.35
E80	Assist users in resolving computer software malfunctions or problems	51.49	41.52	9.97
F152	Perform recovery procedures on communications computer systems	40.41	30.61	9.81
F149	Perform operator maintenance on communications-computer systems equipment	42.25	32.73	9.52

*Duty F - Performing communications-computer systems operator activities

Differences in Number of Tasks Performed by TAFMS Groups

The Utilization of Men and Women in Enlisted US Air Force Career Fields

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	321	50.57	YES
Females with 1-24 Mos TAFMS	81	45.25	
Males with 25-48 Mos TAFMS	361	58.53	NO
Females with 25-48 Mos TAFMS	86	51.30	
Males with 49-96 Mos TAFMS	607	65.18	YES
Females with 49-96 Mos TAFMS	144	57.63	
Males with 97+ Mos TAFMS	957	69.26	YES
Females with 97+ Mos TAFMS	246	55.52	

Differences in Percent Time Spent by TAFMS Groups

No major differences in time spent according to TAFMS groups

Table 9: AFSC 3S0X1 Personnel

	Number of 5-skill level	Average number of tasks performed	Significant
Males	1235	83.09	Yes
Females	1055	76.46	

35051 Differences in Percent Members Performing of Tasks

Task	Title	Males	Females	Diff
E134	Analyze computer management products, such as data or strength reconciliation, system purges, or flow of personnel transactions	44.37	32.61	11.77
B36	Counsel subordinates concerning personnel matters	34.33	23.32	11.01
C88	Write EPRs	31.34	20.85	10.48
C77	Evaluate personnel for compliance with performance standards	26.32	16.11	10.20
A15	Establish performance standards for subordinates	30.77	20.76	10.01

*Mainly supervisory tasks

Differences in Number of Tasks Performed by TAFMS Groups

The Utilization of Men and Women in Enlisted US Air Force Career Fields

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	207	55.25	Yes
Females with 1-24 Mos TAFMS	368	47.32	
Males with 25-48 Mos TAFMS	223	74.17	Yes
Females with 25-48 Mos TAFMS	278	63.81	
Males with 49-96 Mos TAFMS	445	78.61	No
Females with 49-96 Mos TAFMS	465	71.94	
Males with 97+ Mos TAFMS	1768	92.42	No
Females with 97+ Mos TAFMS	910	94.59	

Differences in Percent Time Spent by TAFMS Groups

1-24 Mos TAFMS

Duty I -- Performing Career Enhancement Activities Males (10.42%), Females (16.49%)

Table 10: 4T0X1/4T0X2 Medical Laboratory & Histopathology

4T0XI	Number of 5-skill level	Average number of tasks performed	Significant
Males	370	139	YES
Females	235	125	

4T051 Differences in the Percent Members Performing Tasks

Task	Title	Males	Females	Diff
O786	Perform primary cultures on urine	57.03	47.66	9.37
F259	Review laboratory request slips	63.51	54.47	9.04
R852	Perform urinalyses using reagent strips on automated readers	53.51	47.23	6.28
A19	Participate in meetings such as staff meetings, briefings, conferences, or workshops, other than conducting	62.97	58.72	4.25

4T0X2	Number of 5-skill level	Average number of tasks performed	Significant
Males	27	131	YES
Females	21	87	

4T052 Differences in Percent Members Performing of Tasks

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Task	Title	Males	Females	Diff
F193	Calculate percent solutions	70.37	28.57	41.80
F238	Prepare biological specimens for shipment using civilian shipping procedures	55.56	14.29	41.27
A5	Determine or establish logistics requirements, such as personnel, equipment, space, tools, or supplies	62.96	23.81	39.15
X940	Control hemorrhage using digital pressure	48.15	9.52	38.62
A3	Brief superiors on status of laboratory operations	70.37	33.33	37.04
X964	Perform patient carries using hand-method	55.56	19.05	36.51
F191	Calculate molar solutions	48.15	14.29	33.86
E132	Annotate shopping guides	48.15	14.29	33.86

4TOX1/4T0X2 Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	101	97.70	NO
Females with 1-24 Mos TAFMS	93	99.43	
Males with 25-48 Mos TAFMS	137	120.07	NO
Females with 25-48 Mos TAFMS	120	111.88	
Males with 49-96 Mos TAFMS	201	133.63	NO
Females with 49-96 Mos TAFMS	132	127.27	
Males with 97+ Mos TAFMS	354	137.22	NO
Females with 97+ Mos TAFMS	104	123.90	

Differences in Percent Time Spent by TAFMS Groups

97+ Mos TAFMS

Duty F -- General Laboratory Activities

Females (18.74%), Males (13.35%)

Table 11: 6C0X1 Contracting

	Number of 5-skill level	Average number of tasks performed	Significant
Males	237	57.01	YES
Females	155	48.52	

6COX1 Differences in Percent Members Performing of Tasks

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Task	Title	Males	Females	Dif
C107	Conduct unit self-inspections	16.03	1.94	14.1
A23	Plan general meetings, such as staff meetings, briefings, or conferences	19.83	7.74	12.0
H372	Compare contractor invoices with receiving reports	31.22	19.35	11.8
A5	Coordinate requirements for personnel, space, equipment, tools, or supplies with appropriate agencies	17.72	6.45	11.2
A4	Brief organizations on methods of handling contracting requirements	27.85	16.77	11.0
H410	Draft or write change orders	25.32	14.84	10.4
B42	Conduct general meetings, such as staff meetings or briefings	16.46	6.45	10.0
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E187	Evaluate repair estimates	13.5	20	-6.
G276	Determine and document price fair and reasonableness	60.34	66.45	-6.1
G257	Compare abstracts with Prs, such as AF Forms 9 (Request for Purchase)	57.81	63.87	-6.0

Differences in Number of Tasks Performed by TAFMS Groups

	# Members	Avg # of tasks performed	Significant
Males with 1-24 Mos TAFMS	29	24.14	NO
Females with 1-24 Mos TAFMS	17	33.06	
Males with 25-48 Mos TAFMS	60	45.75	NO
Females with 25-48 Mos TAFMS	45	43.8	
Males with 49-96 Mos TAFMS	89	56.04	NO
Females with 49-96 Mos TAFMS	47	43.28	
Males with 97+ Mos TAFMS	416	85.58	NO
Females with 97+ Mos TAFMS	171	75.41	

Differences in Time Spent by TAFMS Groups

25-48 Mos TAFMS

Duty H-Performing Contract Administration Activities	Males (22.52%), Females (16.43%)
Duty J- Performing Management Analysis & Support Activities	Females (13.27%), Males (6.29%)

97+ Mos TAFMS

Duty G-Performing Acquisition Activities	Males (29.12%), Females (34.46%)
Duty B-Directing and Implementing	Males (13.13%), Females (8.46%)

Discussion

At the fully qualified worker level, known as the 5-skill level, men perform significantly more tasks than women in the same career ladder. The number of tasks performed by men and women in the same career ladders were also compared by their time in service. Two career ladders -- 2E1X2 Meteorological & Navigation Systems and 6COX1 Contracting -- showed no significant differences between the number of tasks performed by males and females with the same time in service. All other career ladders showed some significant differences among TAFMS groups. No trend among TAFMS groups, however, was evident between the career ladders.

A comparison of percent members performing specific tasks showed individual differences in each career ladder. Three career ladders -- 2T1X1 Vehicle Operator/Dispatcher, 1S0X1 Safety Management, and 2E1X2 Meteorological & Navigation Systems -- showed major differences in the number of men and women performing specific tasks in one duty area. More men in the Vehicle Operator/Dispatcher career ladder reported operating vehicles than females. In Safety Management, more men were performing general safety inspections. In Meteorological and Navigation Systems, more males were performing supervisory and managerial tasks and a greater percentage of females were maintaining the AN/FRN-45 Tacan System. All other analyzed career ladders showed small, if any, differences in the type of task men or women were performing.

Six of the eleven career ladders showed differences in the time men and women in the same TAFMS groups spent in specific duty areas. In these career ladders, women spent more time performing general administrative, supply, and dispatcher activities. Men spent more time performing technical and supervisory duties than women.

Analyzing the utilization of enlisted female Air Force members was limited by two factors--the number of females in each career ladder and the restrictions placed on females who are pregnant. Although women comprised only 5.4% of the Air Force in 1975, their percentage in 1995 had grown to over 16% of the Air Force. Of the eighteen career ladders with data available, seven had fewer than fifteen female members at the 5-skill level. In addition to the small number of females in certain career ladders, three enlisted career ladders are not open to women: 1C2X1 Combat Control, 1C4X1 Tactical Air Command and Control, and 1T2X1 Pararescue.

Restrictions are also specifically placed on women with pregnancy profiles. Air Force Instruction (AFI) 48-123 limits the tasks women can perform according to their delivery date. At 20 weeks of pregnancy, women are exempt from participating in weapons training, swimming, field duties, and aviation classes. At 28 weeks of pregnancy, women must be provided a 15 minute rest period every two hours. Work must not exceed 40 hours per week, but she may perform secretarial and normal housekeeping duties. At 34 weeks of pregnancy, shift work cannot exceed 8 hours with at least 8 hours rest between shifts (AFI 48-123 1994). Because of these restrictions, some women may perform more administrative activities while classified with a pregnancy profile.

Conclusion

Although women comprise sixteen percent of the US Air Force, many career ladders have fewer than fifteen women at the fully qualified worker level. Only one trend was identified among all analyzed career ladders. It was determined that at the 5-skill level, males performed a higher average number of tasks than females. In six of the eleven career ladders analyzed, males spent more time on technical or supervisory duties than females, and females spent more time on administrative and supply duties than males. All other factors examined only revealed discrepancies within individual career ladders. Further study is warranted to determine why discrepancies exist.

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